



O*Net Work Importance Locator

What Are The Work Values?

People for whom **achievement** is important like to see the results of their work and to use their strongest abilities. They like to get a feeling of accomplishment from their work.

People for whom **independence** is important like to make decisions and try out ideas on their own. They prefer jobs where they can plan their work with little supervision.

People for whom **recognition** is important like to work in jobs which have opportunities for them to advance, be recognized for their work, and direct and instruct others. They usually prefer jobs in which they are looked up to by others.

People for whom **relationships** are important like to work in a friendly, non-competitive environment. They like to do things for other people. They prefer jobs where they are not pressured to do things that go against their sense of right and wrong.

People for whom **support** from their employer is important like to be treated fairly and have supervisors who will back them up. They prefer jobs where they are trained well.

People for whom good **working conditions** are important like jobs offering steady employment and good pay. They want employment that fits their individual work style. They may prefer doing a variety of tasks, working alone, or being busy all the time.

Help students and clients rate their work values, and find occupations to match, with the online

in eCIS.

The **Work Importance Locator** in eCIS is self-administered, and completed in one 15- to 25-minute session. Developed by the U.S. Department of Labor's Office of Policy and Research, the Work Importance Locator helps the user rank different job characteristics, then explore occupations that reflect their own values.

Look for the O*Net Work Importance Locator link in eCIS, in the green "Exploration" column.



O*NET Work Importance Locator

Take this quick assessment online. Find out which work values are most important to you, then explore the occupations that match your values.

Want to know more? Contact the

Idaho Career Information System

650 West State Street, Room 301

Boise, ID 83720-0095

Phone: 800/935-4247 or 208/334-3705

